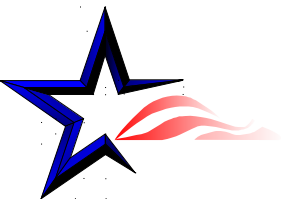


Desired Retention (DR)

- For each (CREO 3 & 2) Rating
- ECM determines the “At-Risk” Population
 - Number of personnel that will reach EAOS within a window. (12 months)
 - Regardless of Intention
- ECM determines the desired number of reenlistments for that same window.
- $DR = \text{desired reenlistments} / \text{“At-Risk”}$.



Condition One

- **DR \geq HR** (Historic Retention)
 - then Approve **97%** of New Applicants for reenlistment.
 - No Conversions.

- Example:

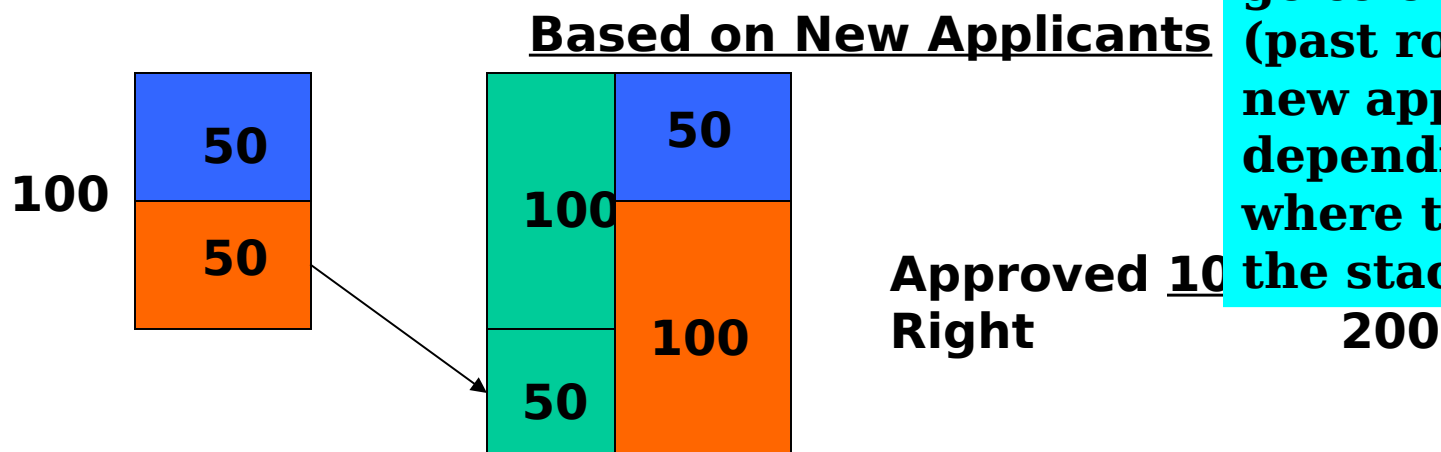
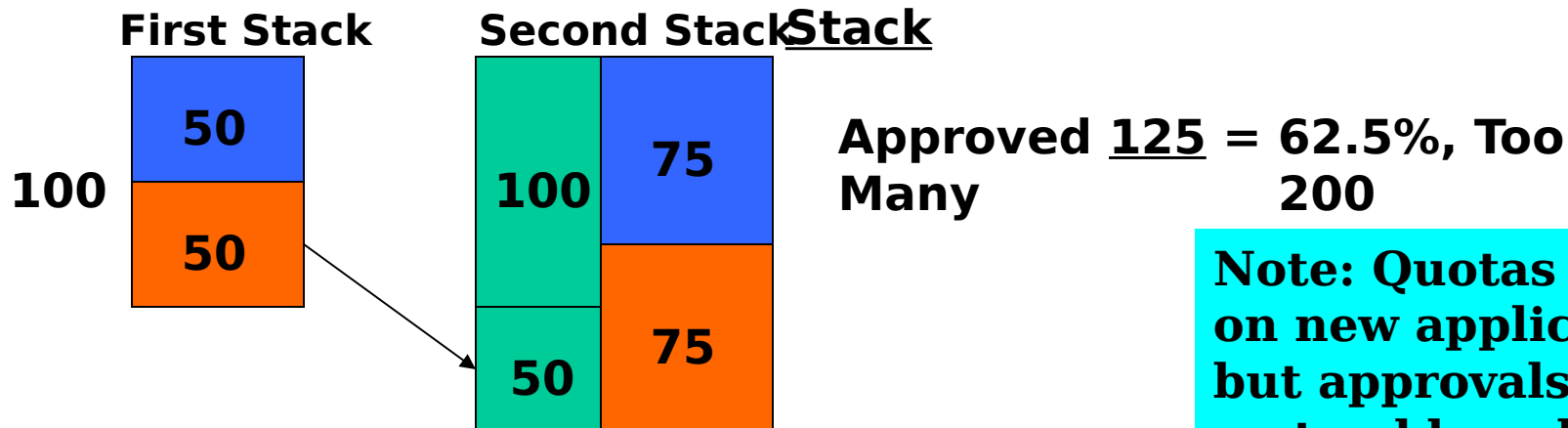
At-Risk	Desired Reenlistment	DR	HR	Approve for Reenlist	Restack or Separate
100	60	60%	50%	97%	3%

Mission First... Sailors



Why Quotas Based on New Applicants

**Assume Desire to Approve 50% In Rate
and 100 New Applicants Each Stack
Based on Applicants in**

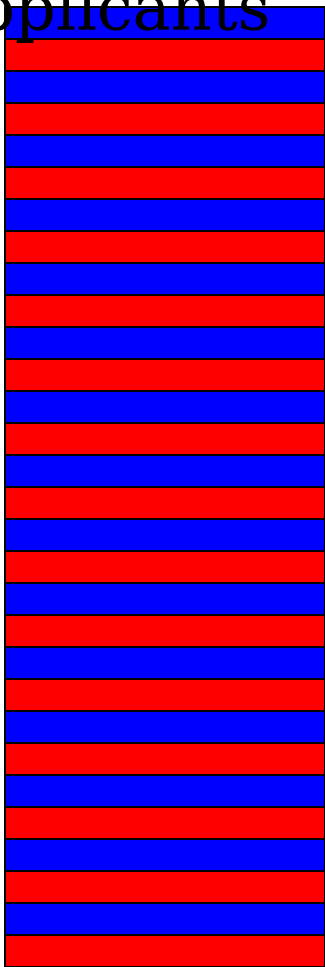


Note: Quotas based on new applicants, but approvals can go to old applicants (past rollovers) or new applicants depending on where they stand in the stack.

Mission First... Sailors

★ Example: DR = 25%, HR = 50%,
Approve 50% ($=.25/.5$) In Rate

30 New
Applicants



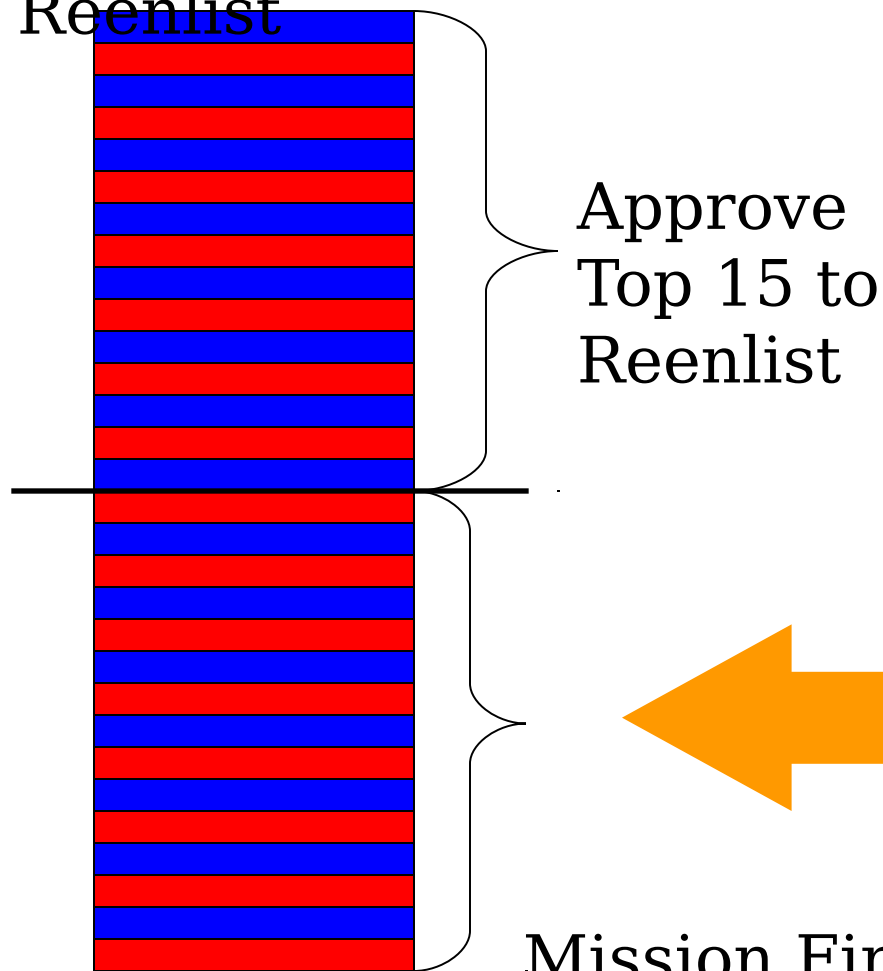
- Blue desire to Reenlist
- Red intend to Separate
- Stacked in order of performance
(by Stacking Algorithm)

Mission First... Sailors



Example: DR = 25%, HR = 50%, Approve 50% In Rate

30 New Applicants * 0.50 = Approve Top 15 to Reenlist



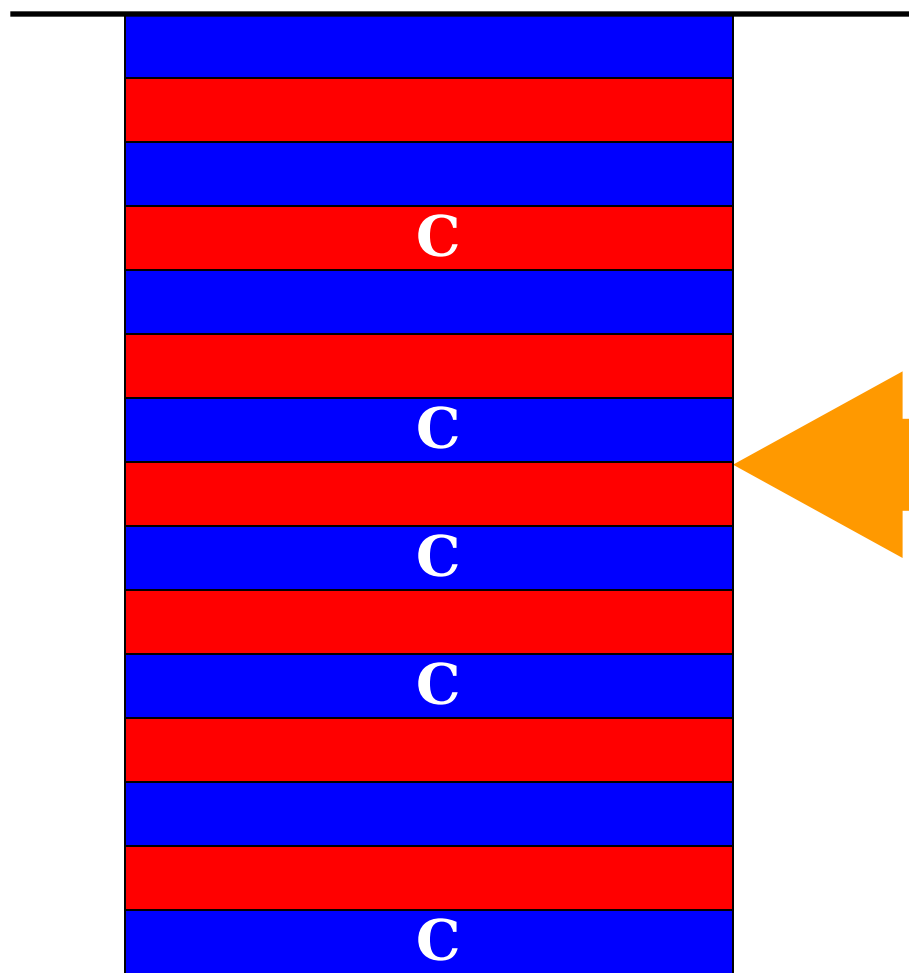
$$30 * 0.25 = 7$$

- Max 7 Approved for Tentative Conversion
- Min 8 will Stay in Stack or Separate

Mission First... ~~same~~



Example: DR = 25%, HR = 50%, Approved 50% In Rate



$$30 * 0.25 = 7$$

- Top 7 Qualified and Willing to Convert will be Approved for Tentative Conversion

- Remainder will Stay in Stack or Separate

30% of Top Applicants are Willing to Convert

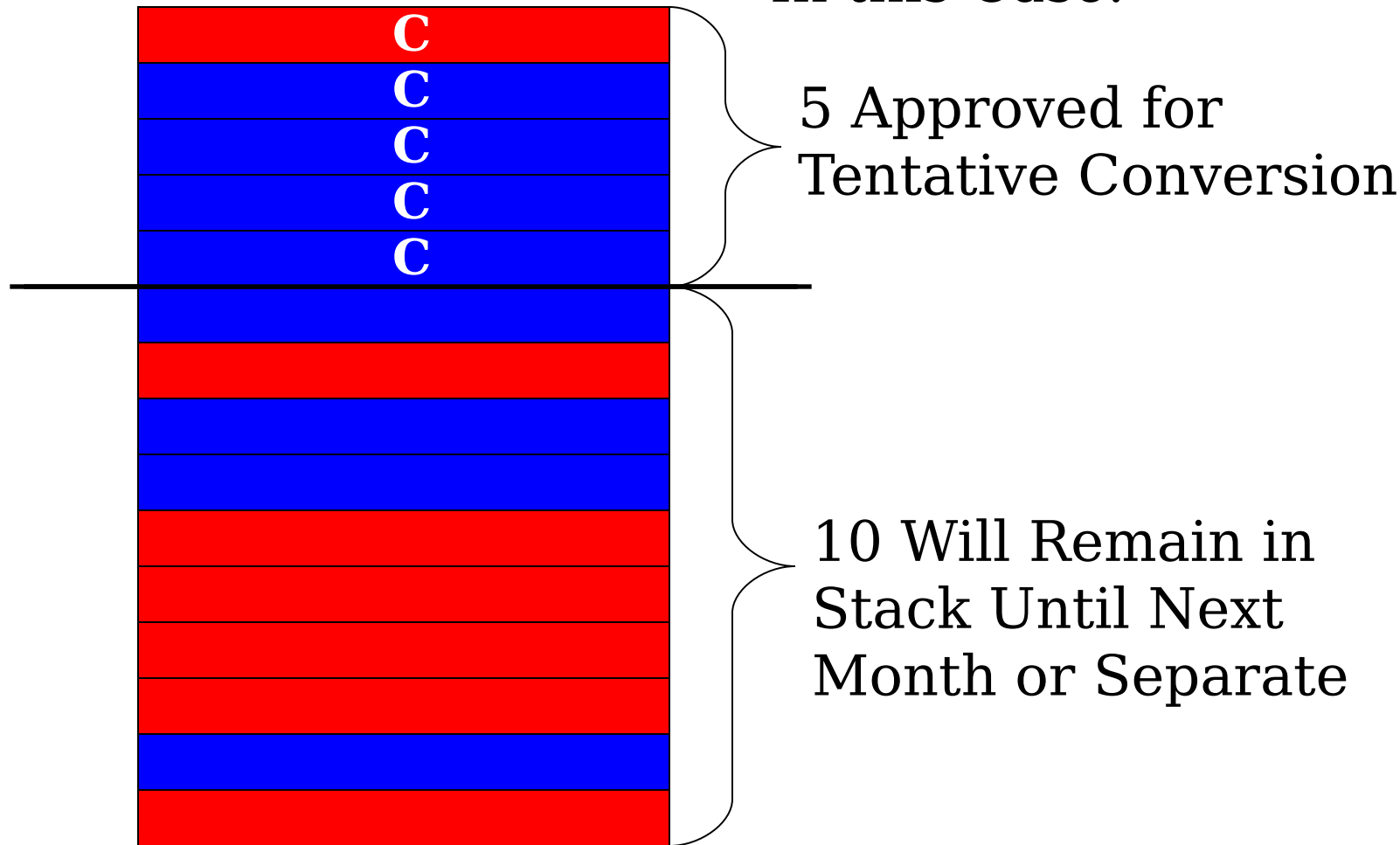
Of those Willing to Convert, ~ 90% Desire to Reenlist

Mission First... Sailors

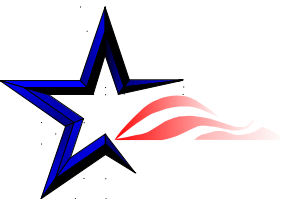


Example: DR = 25%, HR = 50%, Approved 50% In Rate

In this Case:



Mission First... Sailors



4 Variations of No Quotas Now

**10
Remain
in Stack
Until
Next
Month or
Separate**

Rollover

**> 7 months to
Stack EAOS**

Separate

**< 7 months to Soft
EAOS Not M Series
ECM**

**Non
Rate
Reapply**

**M Series ECM Only
< 7 months to
Soft EAOS**

Reapply

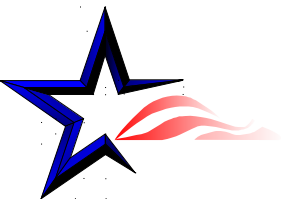
**< 7 months to Hard
EAOS > 12 months to
Soft EAOS No
Previous Reapply
Not Star or Obliserv**

Mission First... Sailors

STACK EAOS

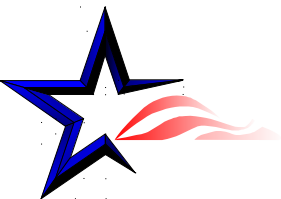
Look at Hard EAOS

**Previous Re-Apply
OR Hard EAOS
Expired OR
<12 Months to Soft
Eaos Then look
at Soft EAOS**



Conversion Quotas

- Limited to Monthly School Seats
- Limited to Ability to Complete Conversions
- $\sum \frac{(\text{New Applicants} - \text{In Rate Approvals})}{2}$ (x Factor) (all rates DR<HR)
Such that, Conversion Exit Quotas = 350-450
(+ Non Rate Conversion exit quotas
= All Non Rates x 80%)
- Enter Quotas based on undermanned ratings.



Conversion Quotas:

~~Qualified and Willing to~~

~~Convert~~

- 1) Member is willing to convert.
- 2) Provide up to three CREO 1 or 2 conversion choices
 - Command's responsibility to ensure qualified for selected ratings
 - Choices from CREO/REGA
- 3) Exit quotas for EMC?
- 4) Enter quota for some CREO 1 or 2 ratings
 - Did applicant choose CREO 1 or 2 with enter quota?

If quota remaining for EMC to exit and selected CREO 1 or 2 to enter with quota remaining then approved for tentative conversion.



Example: DR = 25%, HR = 50%,
Approve 50% In Rate

Conversion Only Option

30 New Applicants * 0.50 = Approve Top 15 to

Reenlist

Conversion Only

Conversion Only

Approve Top 15 to
Reenlist that did Not
choose Conversion
Only

$$30 * 0.25 = 7$$

- Max 7 Approved for Tentative Conversion
- Min 8 will Stay in Stack or Separate

Mission First... ~~same~~

